Sample Illustration of Jobs and Total Points

Job Title	Knowledge	Problem- Solving	Accountability	Total Points
Assistant Director of Public Works	460	230	304	994
Manager, Information Technology Services	400	200	230	830
WPC Operations Manager	350	152	230	732
Parks Supervisor	264	100	152	516

Exhibit 1 to Attachment A

Table 1 - Comparison of Salary Increases by Employee Group

Effective Date	MANAGEMENT	SEA*	PSOA (Officer)	(Lieutenant)	COA
7/1/2005	0.00%	0.00%	2.82%	2.78%	1.77%
7/1/2004	0.00%	0.00%	3.58%	3.44%	3.58%
7/1/2003	3.00%	6.42%	7.70%	7.19%	7.75%
7/1/2002	6.00%	9.18%	8.48%	7.73%	8.38%
7/1/2001	3.50%	8.54%	6.30%	6.88%	3.97%
7/1/2000	5.50%	6.89%	7.40%	6.93%	4.13%
7/1/1999	5.26%	5.83%	4.21%	4.54%	3.38%

*Average Increases for SEA Benchmarks

Exhibit 2 to Attachment A

Table 2 - Proposed Salary Grades and Points

Grade	Range Minimum (Points)	Proposed Top Step	% Difference Between Grades
25	1566	184,347	
24	1486	178,978	3.00%
23	1312	173,765	3.00%
22	1182	168,704	3.00%
21	994	142,969	18.00%
20	805	127,651	12.00%
19	702	113,974	12.00%
18	551	104,426	10.00%
17	496	94,193	10.00%
16	451	87,216	8.00%
15	344	80,756	8.00%